

IN YOUR FACTORY

Introducing
Better Work Bangladesh



BETTER WORK
Bangladesh

34x32

100% COTTON

Made in
Bangladesh

BETTER WORK IS A PARTNERSHIP PROGRAMME BETWEEN THE INTERNATIONAL LABOUR ORGANISATION (THE LABOUR SPECIALISTS OF THE UN) AND THE INTERNATIONAL FINANCE CORPORATION (THE PRIVATE SECTOR DEVELOPMENT SPECIALISTS OF THE WORLD BANK). WE AIM TO IMPROVE THE WORKING CONDITIONS, PRODUCTIVITY, QUALITY AND COMPETITIVENESS OF FACTORIES IN GLOBAL SUPPLY CHAINS.

BETTER WORK BANGLADESH:

WE ARE EXCITED TO NOW OFFER OUR SERVICES IN BANGLADESH. BETTER WORK BANGLADESH WAS ESTABLISHED AFTER EXTENSIVE CONSULTATION WITH THE GOVERNMENT OF BANGLADESH, THE BANGLADESH GARMENT MANUFACTURERS EXPORT ASSOCIATION (BGMEA) AND THE BANGLADESH KNITWEAR MANUFACTURERS EXPORT ASSOCIATION (BKMEA), LOCAL AND INTERNATIONAL UNIONS AND INTERNATIONAL BUYERS.

THE BETTER WORK APPROACH HAS A PROVEN GLOBAL TRACK RECORD. WE CURRENTLY WORK WITH OVER 1000 FACTORIES, MOSTLY IN THE GARMENT SECTOR, IN SEVEN COUNTRIES. WE HAVE CONTRIBUTED TO:

- IMPROVING THE COMPETITIVENESS OF HUNDREDS OF FACTORIES
- INCREASING EXPORTS IN THE COUNTRIES WE WORK IN
- IMPROVING THE WORKING CONDITIONS AND SKILL LEVELS OF HUNDREDS OF THOUSANDS OF GARMENT WORKERS



VIETNAM

65%

OF BETTER WORK FACTORIES HAVE SEEN A RISE IN TOTAL SALES

62%

HAVE INCREASED PRODUCTION CAPACITY

60%

HAVE EXPANDED EMPLOYMENT



HAITI

40%

IMPROVEMENTS IN WORKING CONDITIONS FACILITATED BY BETTER WORK HAVE COINCIDED WITH AN INCREASE OF OVER 40% IN THE VALUE OF APPAREL EXPORTS TO THE US

WHY BECOME A BETTER WORK BANGLADESH FACTORY?

1 INCREASED COMPETITIVENESS THROUGH IMPROVED EFFICIENCY RATHER THAN LOW PRICES

With rising costs in the garment sector, it is increasingly important that factories become more efficient at using human and other resources to make more and better garments.

Better Work Bangladesh can help you achieve that goal. Yes, we can help you re-design your workflow, but we believe – and can prove – that investing in stronger relationships between management and workers in your factory is the best way to make your factory more efficient, and ensure the sustainability of improvements.

RESULTS:
INCREASED WORKER COOPERATION, FEWER DISPUTES, REDUCED WORKER TURNOVER, HIGHER SATISFACTION, GREATER EMPLOYEE LOYALTY AND INCREASED WORKER PRODUCTIVITY.

“WORKERS HAVE BECOME MORE LOYAL TO THE FACTORY. WE HAVE A BETTER, MORE EFFICIENT WORKFORCE.”

- Manager,
T&T



VIETNAM

“WE SEE OUR PARTNERSHIP WITH BETTER WORK AS AN IMPORTANT STEP FORWARD IN HELPING TO ACHIEVE LASTING, POSITIVE CHANGE IN BANGLADESH.”

- Kindley Walsh Lawlor,
Vice President,
Gap Inc. Social & Environmental
Responsibility

BY WORKING WITH BETTER WORK BANGLADESH, YOUR CUSTOMERS – EXISTING AND POTENTIAL NEW ONES – WILL KNOW YOU ARE ON A PATH OF CONTINUOUS IMPROVEMENT.

“WE BELIEVE THAT FOUR BUYERS JOINED US BECAUSE WE ARE A BETTER WORK FACTORY.”

- Manager,
Poong-in-Vina



VIETNAM

AN OPPORTUNITY TO ENHANCE YOUR REPUTATION

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The recent series of tragic events in the garment sector, most notably the Tazreen Fashions fire and the Rana Plaza building collapse have seriously damaged the reputation of factories in Bangladesh. Working conditions are under international scrutiny and even though you might be improving the way you do things, this is not necessarily getting to your buyers and consumers.

WE PROVIDE YOU WITH AN OPPORTUNITY TO IMPROVE YOUR REPUTATION, PROVIDED YOU MAKE THE NECESSARY IMPROVEMENTS IN WORKING CONDITIONS, PRODUCTIVITY AND QUALITY THAT YOU IDENTIFY WITH YOUR WORKERS, WITH OUR GUIDANCE. AS LONG AS YOU MAKE THESE IMPROVEMENTS, WE WILL ATTEST TO THEM. OUR REPUTATION WILL BECOME YOUR REPUTATION.

3

REDUCING YOUR AUDIT BURDEN AND MORE

Twenty of the world's biggest name buyers partner with us and commit to reducing their audits, instead relying on Better Work assessments. This saves time and money since you don't have to pay for multiple audits and your staff can instead focus on making improvements.

But Better Work does more. Our approach combines advisory services, assessments and training, all aimed at helping you to develop a system of continuous improvement. No more fixing things because a buyer tells you to. You and your workers should be able to prevent problems from happening by working together and, if problems do happen, find ways to solve them. Better Work Bangladesh helps you develop a system of continuous improvement that will enable you to do that. We are not an audit scheme.

ADVISORY SERVICES:

WE WORK WITH YOU AND YOUR WORKERS TO IDENTIFY, PREVENT AND ADDRESS AREAS FOR IMPROVEMENT IN YOUR FACTORY. WE HELP YOU BUILD TRUST AND COMMUNICATION BETWEEN FACTORY MANAGEMENT AND WORKERS SO THAT TOGETHER, YOU CAN DEVELOP AND IMPLEMENT PLANS FOR IMPROVING WORKING CONDITIONS, PRODUCTIVITY AND QUALITY .

ASSESSMENTS:

WE UNDERTAKE ASSESSMENTS – AND HELP YOU USE SELF-ASSESSMENTS – AGAINST A SINGLE SET OF STANDARDS THAT ARE THE SAME FOR ALL FACTORIES THAT PARTICIPATE IN OUR BANGLADESH PROGRAMME. THESE ASSESSMENTS HELP YOU AND YOUR WORKERS IDENTIFY PROBLEM AREAS AND MEASURE PROGRESS MADE IN ADDRESSING THEM.

TRAINING:

WHEN YOU WANT TO LEARN MORE ABOUT A SPECIFIC ISSUE OF IMPORTANCE TO YOU AND YOUR WORKERS, SUCH AS FIRE SAFETY OR GRIEVANCE PROCEDURES, WE DELIVER TRAINING. THIS CAN BE FACTORY-SPECIFIC OR SUBJECT-SPECIFIC, DELIVERED FOR A SINGLE FACTORY OR A GROUP OF FACTORIES, AND FACTORY-BASED OR CLASSROOM-BASED. OUR TRAINING TAKES INTO ACCOUNT YOUR PRODUCTION NEEDS BY ENSURING MANAGER AND WORKER TIME OFF PRODUCTION IS LIMITED.



WITH BETTER WORK, BUYER PARTNERS COMMIT TO A SET OF RULES. THESE INCLUDE NOT AUDITING AREAS COVERED BY BETTER WORK , NOT REDUCING ORDERS BASED ON NON-COMPLIANCE WITH PROOF OF IMPROVEMENT, SUPPORTING IMPROVEMENTS AND REVIEWING BUYING PRACTICES THAT IMPACT COMPLIANCE.

A SURVEY OF 1800 SUPERVISORS, MANAGERS AND STAFF SHOWED THAT BETTER WORK SUPERVISORY SKILLS TRAINING IMPROVED RELATIONS BETWEEN WORKERS AND SUPERVISORS AND INCREASED PRODUCTIVITY.



BECOME PART OF SOMETHING BIGGER

The growth of the garment sector in Bangladesh is an incredible success when export statistics and employment figures are the only benchmarks used. When focusing on safety and health or working conditions though, a different story begins to unfold.

We live in a generation where new communications technologies allow instant dissemination of information globally, this can be a huge opportunity or it can be a huge threat. As you know, the flexibility of supply chains and short order times make it easy for retailers to pull out of a country quickly if international pressure rises.

NO MATTER HOW MUCH EFFORT YOU PUT INTO YOUR FACTORY, YOU WILL STILL BE AT RISK UNTIL WORKING CONDITIONS IN THE ENTIRE SECTOR ARE IN LINE WITH NATIONAL LAW AND OTHER RELEVANT MINIMUM STANDARDS.

For this reason, Better Work does not only work at factory-level, but, through the ILO and the IFC, also at the national level.

Some examples:

SINCE BETTER WORK'S ESTABLISHMENT, COMPLIANCE WITH LABOUR LAWS AND INTERNATIONAL STANDARDS HAS STEADILY IMPROVED ACROSS ALL PROGRAMME COUNTRIES.

○ We work with the government, employers and unions to improve and clarify laws and implementing rules.

FACTORIES IN HAITI, JORDAN AND VIETNAM HAVE SEEN A 50% IMPROVEMENT IN OCCUPATIONAL SAFETY AND HEALTH.

○ We work with the government to improve the quality and transparency of labour inspections.

100% COMPLIANCE IN PAYING CORRECT MINIMUM WAGES, PAID LEAVE, AND SOCIAL SECURITY BENEFITS HAS BEEN ACHIEVED IN JORDAN AMONG FACTORIES PARTICIPATING FOR MORE THAN TWO YEARS.

○ We work with workers, unions and employers' organizations to ensure they understand their rights and responsibilities.

○ We work with the banking system to improve access to the more affordable finance you need to improve your factory.

HOW TO GET INVOLVED



AGREE ON RIGHTS AND OBLIGATIONS



PARTICIPATION FEE (INCLUSIVE OF ADVISORY SERVICES AND ASSESSMENTS)



PROOF OF STRUCTURAL INTEGRITY

Donors of Better Work Bangladesh (as of December 2014) include:

Canada



Kingdom of the Netherlands



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra
Swiss Confederation

Federal Department of Economic Affairs,
Education and Research EAER
state Secretariat for Economic Affairs SECO



from the British people



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